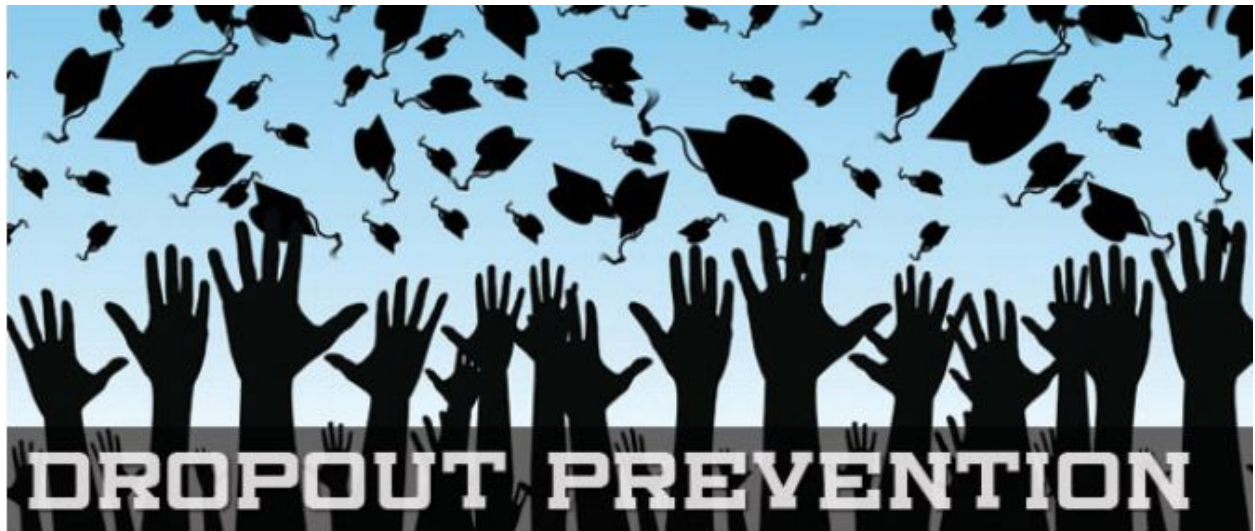


# Holly Springs School District

## Dropout Prevention Plan

### 2020-2021



*Education is the most powerful weapon which you can use to change the world.*

*Nelson Mandela*

*Board Approved: 8/11/2020*

## Statements of Assurances

On behalf of the Holly Springs School District, I hereby submit a local Dropout Prevention Plan to provide goals, activities and services necessary to meet the overarching goals of the state dropout prevention plan:

I hereby certify that the information contained in this plan is in compliance with the appropriate federal and state laws and regulations.

I hereby certify that our school district will cooperate in carrying out any evaluation conducted by or for the Mississippi Department of Education.

I hereby certify that our school district will submit reports as requested by the Mississippi Department of Education.

I hereby certify that our school district has consulted with parents, community partners, business partners, teachers, school staff, building administrators, and others in the development of this local dropout prevention plan.

I hereby certify that our school district has taken into account relevant, scientifically based research, strategies and best practices indicating services most effective in preventing dropouts if we focused on students in the earliest grades.

I hereby certify that our school district will prepare a report on increasing the graduation rate and reducing the dropout rate.

I hereby certify that our school district will endorse and implement the Fifteen (15) Effective Strategies to promote a reduction in the dropout rate.

I hereby certify that our school district has based the dropout prevention plan on scientifically based research, best practices and all laws in determining strategies to reduce the dropout rate for students with disabilities under IDEA.

I hereby certify that our school district will evaluate our district dropout prevention plan on an annual basis to determine appropriate changes needed for future school years.

I hereby certify that our District School Board has reviewed and approved this plan for submission to the Mississippi Department of Education.

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### Dropout Prevention Team Leader

Name: Eileen Dowsing

Title: Assistant Superintendent

Mailing Address: 840 Hwy 178 East Holly Springs, MS 38635

Telephone #: 662.252.2183

Fax #: 662.252.7718

District Superintendent: Irene Walton Turnage

School Board Chair: Lemon Phelps

## Local Dropout Prevention Team Members

School District: Holly Springs School District

Telephone #: 662.252.2183

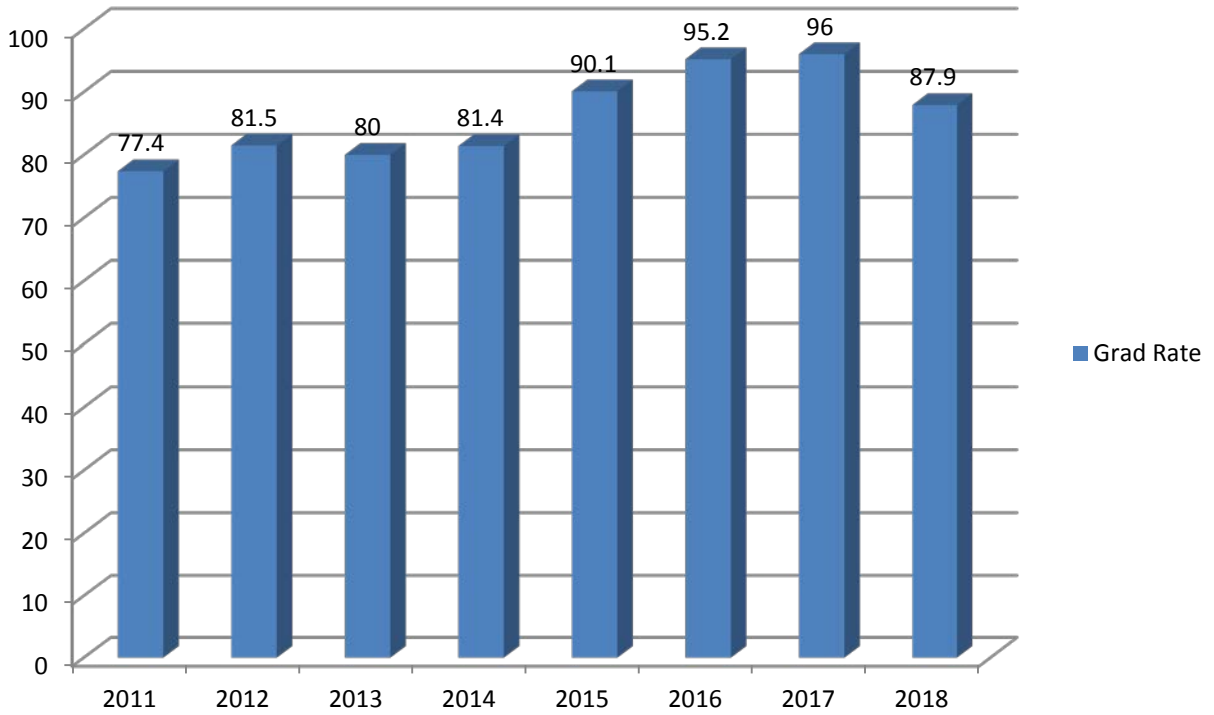
Mailing Address: 840 Hwy 178 East

Fax #: 662.252.7718

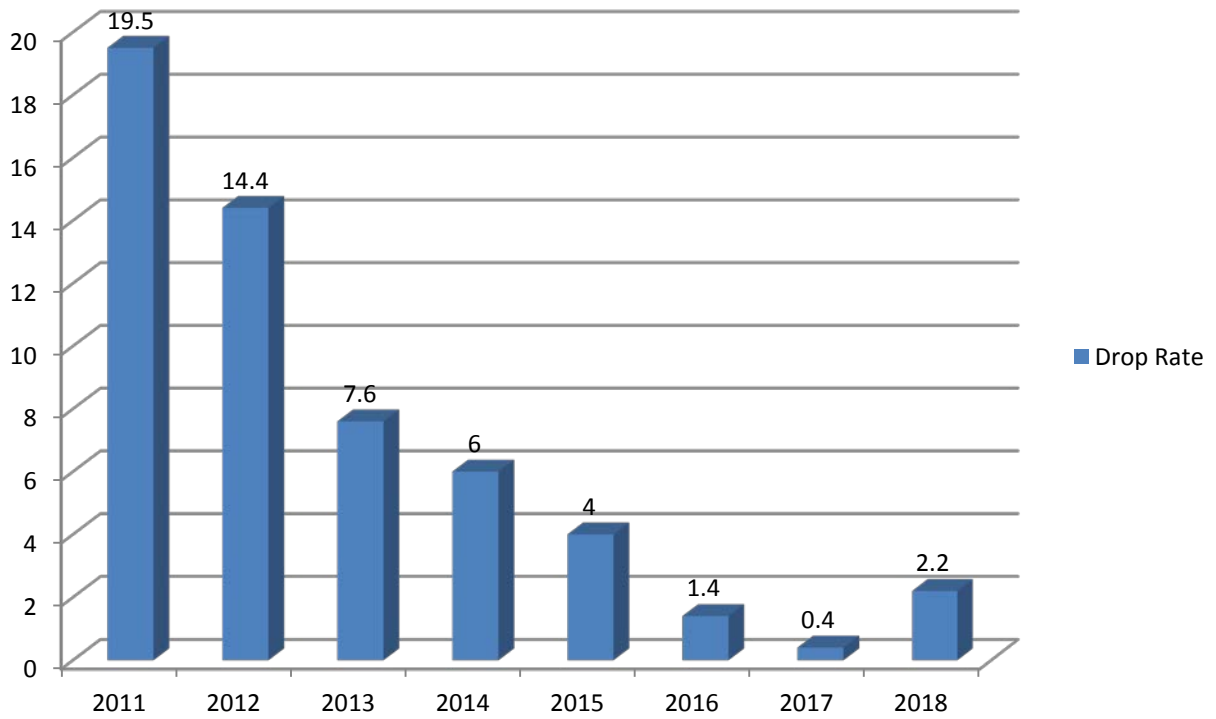
Email address for Superintendent/Team Leader: iwalton@hssd.k12.ms.us

Irene Walton Turnage	Superintendent	Team Leader
Eileen Dowsing	Assistant Superintendent	Team Leader
Cravin Turnage	Principal	
Susie Brown	Director	
LeTashia White	Principal	
Tanisha Scott	Principal	
Sherna Jones	Principal	
Tennys Mayfield	Dropout Prevention Team Member	Team Associate
Shelia Walton	Dropout Prevention Team Member	Agency Representative
Tracy Jeffries	Dropout Prevention Team Member	Community Representative
Sherida Jeffries	Dropout Prevention Team Member	Community Representative
Jessica Cifuentes	Dropout Prevention Team Member	Community Representative
Nicole Phelps	Dropout Prevention Team Member	Community Representative
Annette Mitchell	Dropout Prevention Team Parent	Community Representative
Sharon Crane	Dropout Prevention Team Parent	Community Representative
Rodney Crane	Dropout Prevention Team Parent	Community Representative
Latarsha Lucas	Dropout Prevention Team Parent	School Representative
Vikki Marion	Dropout Prevention Team Parent	School Representative
Jivaro Jones	Dropout Prevention	School Representative

### HOLLY SPRINGS SCHOOL DISTRICT GRADUATION RATE 2011-2018



## HOLLY SPRINGS SCHOOL DISTRICT DROPOUT RATE 2011-2018



## Needs Assessment Outcomes

<b>Needs Assessment Areas</b>	<b>Descriptions</b>
Target Group Identified	Primary School - Grade 3 Students in ELA and Math Intermediate School – ELA and Math - All Grades Junior High - ELA 7-8, Math - Grade 7 High School - English II and US History District Wide - Increase Overall Percentage of Students Proficient by 3%
Data Collection Methods Used	PowerSchool and MSIS Data Questar Grades 3-8 and EOC Data for school years 2017 -2019 Graduation/Dropout Rates Discipline Data Program Evaluations Intervention Data
Prioritized List of Needs	Professional Development on Effective Tier I Instruction 3rd Grade Intervention Programs/Monitor Grades K-2 Reading and Math Intervention Strategies - Grades 4- 12
Short Term Goals	Increase number of students scoring proficient and above in all grades and subjects by 3%
Longs Term Goals	Increase number of students scoring proficient and above in all grades and subjects by 10% each year
Recommendations for future needs assessments	Early intervention and needs assessments for ELA, Math, Behavior, and Attendance grades K-12

**Current District and Schools Dropout Prevention Strategies**

15 Dropout Prevention Strategies	District/School Dropout Prevention Strategies				
	District – wide		Primary and Intermediate School	Junior High School	High School
<b>Systemic Renewal</b>	Strategic Planning		Strategic Planning A+ Plan (Improvement)	Strategic Planning A+ Plan (Improvement)	Strategic Planning A+ Plan (Improvement)
<b>School-Community Collaboration</b>	Parent Seminars Community Forums Pastoral Alliances		Parent Seminars/ Back-to-School Night/ Federal Programs Advisory Committee/ Career Days	Parent Seminars/ Back-to-School Night/ Federal Programs Advisory Committee/ Career Days	Parent Seminars/ Back-to-School Night/ Federal Programs Advisory Committee/ Career Days
<b>Safe Learning Environments</b>	Safety and Crisis Management Plans/ Positive Behavior Support		Safety and Crisis Management Plans Positive Behavior Support	Safety and Crisis Management Plans Positive Behavior Support	Safety and Crisis Management Plans/ Positive Behavior Support
<b>Family Engagement</b>	Parent Seminars		Parent Seminars Monthly Parent Training Sessions Report Card/Parent Conferences	Parent Seminars Monthly Parent Training Sessions Report Card/Parent Conferences	Parent Seminars Monthly Parent Training Sessions Report Card/Parent Conferences
<b>Early Childhood Education</b>	Collaboration with Head Start		Collaboration with Head Start		
<b>Early Literacy Development</b>	Headstart Partnerships Parent Centers	Headstart Blended Program	Parent Centers Monthly Parent Training Sessions	Parent Centers Monthly Parent	Parent Centers Monthly Parent Training Sessions

				Training Sessions	
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15 Dropout Prevention Strategies	District/School Dropout Prevention Strategies				
	District – wide		Elementary School	Middle School	High School
Service-Learning					
Alternative Schooling				Ombudsman Program	Ombudsman Program
After-School Opportunities			After School Program	After School Program	After School Program
Professional Development	District Professional Development Plan		School Professional Development Plan	School Professional Development Plan	School Professional Development Plan
Active Learning					
Educational Technology					
Individualized Instruction	Computer-based Programs/ Intervention Programs/Differentiated Instruction		Computer-based Programs/ Intervention Programs/ Differentiated Instruction	Computer-based Programs/ Intervention Programs/ Differentiated Instruction	Computer-based Programs/ Intervention Programs/ Differentiated Instruction
Career and Technical Education (CTE)	Individual Career Plans		Career Education	Individual Career Plans	Individual Career Plans

15 Dropout Prevention Strategies	District/Schools Dropout Prevention Strategies				
	District – wide		Elementary School	Middle School	High School
Service-Learning					
Alternative Schooling				Ombudsman Program	Ombudsman Program
After-School Opportunities			After School Program	After School Program	After School Program
Professional Development	District Professional Development Plan		School Professional Development Plan	School Professional Development Plan	School Professional Development Plan
Active Learning					
Educational Technology					
Individualized Instruction	Computer-based Programs/Intervention Programs/Differentiated Instruction		Computer-based Programs/Intervention Programs/Differentiated Instruction	Computer-based Programs/Intervention Programs/Differentiated Instruction	Computer-based Programs/Intervention Programs/Differentiated Instruction
Career and Technical Education (CTE)	Individual Career Plans		Career Education	Individual Career Plans	Individual Success Plans

### Dropout Prevention Goals

	Grade Level Addressed  (District-wide, Pre-Kindergarten, Elementary, Middle, High)	Purpose or Goal	Who is involved?	Proposed Cost	Timeline For Implementation	Dropout Prevention Strategy Addressed	Expected Outcomes for Students
<p><b>Proposed Initiative:</b></p> <p><u>Graduate a minimum of 80% of students each year; remain in top 10% in state; and ensure students are career ready</u></p>	District, Elementary, Junior and High School	Increase the graduation rate/ Decrease drop-out rate/ Increase student achievement	School Leadership Teams/ Faculty and Staff, Parents, and Students	\$20,000	8/2019 - 5/2021	Systematic Renewal Individual Instruction/ Interventions/ Early Literacy/ Afterschool Opportunities/ Alternative Schooling/ Career and Technical Education Mentoring/ Tutoring	Graduation Rate will increase by 2% annually/Drop-out rate will decrease by 2%
<p><b>Proposed Initiative:</b></p> <p><u>Revive and Increase Parent and Community Involvement</u></p>	District, Elementary, Junior and High School	Improve parent and community involvement	Parents, Community Leaders, Faith-based Leaders, Businesses, and faculty and staff	\$5,000	8/2019 - 5/2021	Systemic Renewal/ School-Community Collaboration/ Family Engagement	80% of program evaluations from parents and community will indicate activities were helpful or very helpful
<p><b>Proposed Initiative:</b></p> <p><u>Ensure a Safe and Orderly</u></p>	District, Elementary, Junior and High School	Decrease Discipline Incidences	Principal  Lead/Teacher/ Instructional Coordinator	\$20,000	August 2020  Ongoing	Systematic Renewal/ Safe Learning Environment/	Decrease in discipline referrals by 5%

<u>Environment</u>						Individualized Instruction/ Student Engagement/ Alternative Schooling/ Service Learning	
<b>Proposed Initiative:</b> <u>Attract and Retain Quality Staff</u> (Administrators, Teachers, and Staff)	District, Elementary, Junior and High School	Increase Student Achievement	Principal  Lead/Teacher/ Instructional Coordinator/ Teacher Leaders	\$20,000	August 2020  Ongoing	Systematic Renewal/ Professional Development/ Educational Technology/ School - Community Collaboration	Retention Rate for Staff will increase by 2%/Staff surveys will indicate that professional development activities were high quality and effective
<b>Proposed Initiative:</b> <u>Transform Instructional Practices</u>	District, Elementary, Junior and High School	Increase Student Achievement so that district remains successful and increase in State Accountability Rating	Principal Lead Teacher/Teacher Leaders/Faculty and Staff	50,000	August 2020  Ongoing	Systematic Renewal/ Active Learning Individual Instruction/ Interventions/ Early Literacy/ Afterschool Opportunities/ Alternative Schooling/ Career and Technical Education Mentoring/ Tutoring	Increase Graduation Rate by 5%

### Evaluating Effectiveness of Dropout Prevention Goals

	<b>Performance Indicators / Method of Evaluation</b>	<b>Sources of Data</b>	<b>Baseline Data (% , # or Rate)</b>	<b>Dropout Prevention Strategy Addressed</b>	<b>Goal Met? Yes/No</b>
<b>Current/Proposed Initiative:</b>  <u>Graduate a minimum of 80% of students each year; remain in top 10% in state; and ensure students are career ready</u>	Maintain 80% Graduation Rate/Remain in Top 10% of State/Ensure students are Career Ready (Ex - Increase Number of Students Obtaining National Certification)	Graduation Data/Drop-out Data/Intervention Data/Certification Data	District Assessments Baseline Data/Progress Monitoring Data/Student Surveys/Data from Previous School Year	Individual Instruction/ Interventions/ Afterschool Opportunities/ Alternative Schooling/ Career and Technical Education	Yes
	<b>Performance Indicators / Method of Evaluation</b>	<b>Sources of Data</b>	<b>Baseline Data (% , # or Rate)</b>	<b>Dropout Prevention Strategy Addressed</b>	<b>Goal Met? Yes/No</b>
<b>Current/Proposed Initiative:</b>  <u>Revive and Increase Parent and Community Involvement</u>	80% of program evaluations from parents and community activities will indicate activities were helpful or very helpful	Program Evaluation Surveys	Previous Year's Survey Data	School-Community Collaboration	Yes

<p><b>Current/Proposed Initiative:</b></p> <p><u>Ensure a Safe and Orderly Environment</u></p>	<p>Decrease in discipline referrals by 5%</p>	<p>Monthly Discipline Data Analysis Reports</p>	<p>Previous Years' Percentage of Discipline</p>	<p>Safe Learning Environment/ Individualized Instruction/ Student Engagement/ Alternative Schooling</p>	<p>No</p>
<p><b>Current/Proposed Initiative:</b></p> <p><u>Attract and Retain Quality Staff (Administrators, Teachers, and Staff)</u></p>	<p>Retention Rate for Staff will increase by 2%/Staff surveys will indicate that professional development activities were high quality and effective</p>	<p>Retention Data/Teacher Surveys for Professional Development</p>	<p>Percentage of retention from previous year/ Increase in perception from teacher surveys from prior year</p>	<p>Professional Development</p>	<p>Retention Rates: HSPS - HSIS - HSJH - HSHS - Teacher surveys indicate that PD was high quality</p>
<p><b>Current/Proposed Initiative:</b></p> <p><u>Transform Instructional Practices</u></p>	<p>Increase Student Achievement so that district remains successful and increase in State Accountability Rating</p>	<p>State Test Data/District Progress Monitoring Data/State Accountability Data</p>	<p>Previous year's data and rating</p>		

# **Analysis of Goals for Dropout Prevention Plan**

## **Areas of strength:**

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### **Goal 1 - Graduate More Students Annually/Decrease Drop-out Rate**

The district has met the first goal of the Dropout Prevention Plan which is to increase maintain a percentage over 80% which is required by the state. The district's graduation rate is above the state average of 83%.

### **Goal 2: Revive and Increase Parental and Community Involvement by Receiving a Helpful or Very Helpful Rating on Targeted Activities and Events**

The district and schools have received an overall rating of 80% or above on targeted parent and community activities offered during the last school year based on the combined score of all activities from the district program evaluation forms.

## **Areas of Focus:**

### **Goal 3: Ensure a Safe and Orderly Environment**

Although the district had very small numbers of major incidences, the district and schools did not decrease minor discipline referrals by 5% at each school or overall for the district. The district will implement Positive Behavior Support with fidelity and complete progress checks. The district will also work with staff and individual teachers with classroom management.

### **Goal 4: Attract and Retain Quality Staff**

The district had mixed results for this goal based on the school. Holly Springs Intermediate and Junior High did increase retention of staff by 3%, but Holly Springs Primary and Holly Springs High School did not. The district will implement evidenced-based strategies like coaching and feedback as well as regular appreciation activities and events to help retain quality staff.

### **Goal 5: Transform Instructional Practices to Increase Student Achievement**

Based on the data from the 2017-2018 state assessment, the district did increase the number of students proficient in some areas and in some grades. However, the district and schools did increase, in some areas, the percentage of students showing growth. The district will continue to incorporate researched based and evidenced based instructional strategies.

### **Strategic Plan to Improve Areas of Focus Based on Analysis of Goals:**

The district and schools will continue to enhance Goals 1 and 2 which the data indicates goals have been meet. The district will review data for Goals 3, 4, and 5 and enhance dropout prevention strategies in those areas to improve effectiveness for each goal.